



Duval County Public Schools

September 6, 2011, Board Workshop - Superintendent's Evaluation

Mr. W. C. Gentry, Chairman
Ms. Betty Burney, Vice-Chairman
Ms. Martha Barrett
Ms. Ms. Becki Couch
Ms. Mr. Tommy Hazouri
Mr. Mr. Fred "Fel" Lee
Mr. Ms. Paula D. Wright
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS WORKSHOP OF THE DUVAL COUNTY SCHOOL BOARD: All Board Members were present. Mr. Ed Pratt-Dannals, Superintendent, was also present.

Call Meeting To Order

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman called the Board Workshop to order at 2:27 p.m.

Items To Be Discussed

[1. SUPERINTENDENT'S EVALUATION](#)

Minutes:

The Chairman opened the discussion, providing background on the evaluation process, and indicating that each member had met individually with the Superintendent to discuss their evaluation and this meeting was to collectively share their comments and

turn in their evaluations. Staff will then combine the scores and share a matrix with the Board prior to release to the public. Copies of related documents are attached to the Minutes.

Comments included:

- Board Member Hazouri - overall acceptable performance; concern with certain personnel decisions; Superintendent will be held responsible for decisions
- Board Member Wright - concern with staff and organizational relationships; lack of targeted activities and programs that would move our students beyond intervene status; overall between acceptable and needs improvement
- Board Vice-Chairman Burney - main areas of concern include staffing and educational leadership; overall was between acceptable and needs improvement; positive aspects include his relationship with the business community and the community at large
- Board Member Couch - would like to see evaluation instrument revised to align more the that of the Principals and teachers and tied to data; Superintendent clearly cares about children and works well with the community; shares concerns of other Board members regarding staffing and organizational relationships; overall acceptable performance
- Board Member Barrett - agreed we should update evaluation instrument; Superintendent speaks well and has a good relationship with the community; takes criticism well; treats Board members the same; same concerns with staffing; overall highly effective
- Board Member Lee - has good relationship with the Board and with the community; shares concerns with staffing and organizational effectiveness; good fiscal leadership; area of concern is bringing policy consensus before discussing changes; overall needs improvement
- Chairman Gentry - agreed that the evaluation instrument should be revised and asked that Board Members Lee, Burney, and Couch work on this as a Committee. He asked Board Member Couch to Chair the Committee. Feels Superintendent should be more assertive; has great relationship with the community and business partners; shares concerns expressed by other members regarding staffing and organizational effectiveness; overall highly effective

The Superintendent made the following comments:

- Section 1
 - Will discuss our Strategic Plan at the September 15, 2011, Board Workshop and will be making recommendations at that time.
 - Board has taken positive stands on requiring students to complete a post-secondary curriculum; acceleration programs is another area which is positive; along with expansion of the Career Academies.
- Section 2
 - Agree to disagree - our Intervene schools and our budget have been our most difficult changes this past year.
- Section 3
 - There has been a large amount of information requests and we need to get better at providing information in advance. Management Oversight

presentations should be helpful for this area, especially for new Board members.

- Section 4
 - We need to make the budget decisions earlier in the year

Speakers:

Mr. W. C. Gentry, Board Chairman
Mr. Tommy Hazouri, Board Member
Ms. Paula D. Wright, Board Member
Mr. Fred "Fel" Lee, Board Member
Ms. Martha Barrett, Board Member
Ms. Becki Couch, Board Member
Ms. Betty Burney, Board Vice-Chairman
Mr. Ed Pratt-Dannals, Superintendent

Adjournment

ADJOURNMENT

Minutes:

The Chairman adjourned the Board Workshop at 4:24 p.m.

BSC

We Agree on this

Superintendent

Chairman